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ABSTRACT

This paper presents a study to determine the perception of work values among school counselors and teachers in Negara Brunei Darussalam, and the implications this has for counseling programs. It compares counselors' and teachers' perceptions of work values with employers' values, and considers whether or not there is a gender relationship to these values. Results of the study suggest the possibility of no differences occurring between gender and its relation with job specifications held by employers, school counselors, and teachers in regard to work values. Also, no differences were detected between school counselors, teachers, and employers in respect to intrinsic and extrinsic work values, suggesting that values may be similar among the various work groups. It is suggested that the constant in work values norms can be influential in the empowerment process of work values in respect to career development programs in the school setting. (Contains 6 references.) (JDM)

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PERCEPTIONS OF WORK VALUES AND COUNSELING PROGRAM IMPLICATIONS IN NEGARA BRUNEI DARUSSALAM

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Introduction

Work values is an important element in the world of work. Moreover work values are important in understanding an individual's career choice (Alvi, 1980). Studies by Taylor, Covaleski (1982) indicated that values and career plans play an important role than job satisfaction as discriminating factors between those who remained in their jobs with those who turnover their jobs within the one year period of the research. In a study conducted by Hardcastle (1984), it was found that there was no relationship between intrinsic and extrinsic work values in respect to personality differences. However, women seems to be more concerened over mastery achievement in respect to work values. Wolfe (1969) reported that women seems to derived a sense of accomplishment and satisfaction from their work.

The objective of the research study was to determine the perception of work values amongst school counselors and teachers in Negara Brunei Darussalam and its implications on counseling programs. School counselors and teachers play an important role in the

transmission and influence of values in the school environment. Also, teachers being leaders and role models form an important position towards moulding specific values upon secondary school students.

The research study would identify the perception of work values of the teachers and school counselors. Subsequently, a comparison would be made with the perception of employers' work values. In this regard the following question were considered in the research study: 1) Is there a gender relationship of the intrinsic work values of teachers with that expressed by employers? 2) Is there a gender relationship of the extrinsinsic work values of teachers with that expressed by employers? 3) Is there a gender relationship of the intrinsic work values of school counselors with that expressed by employers? 4) Is there a gender relationship of the extrinsic work values of school counselors with that expressed by employers?

Method

Subjects

The subjects were drawn randomly from the secondary schools, government departments as well as the private

sector in Negara Brunei Darussalam. The n-size of 104 comprises 69 males (66.3%) and 35 females (33.7%) with a mean age of 38 years. School counselors comprise 24 or 23%, and teachers numbering 25 or 24% of the sample. Managers at the supervisory level inclusive of school principals comprise 55 or 53% of the sample.

Research instruments and procedures

The Work Values Questionnaire and the demographic questionnaire were administered on the subjects in their specific work settings. The Work Values Questionnaire is an inventory consisting of 106 questions measured on a Likert scale of 1 (Not Important) to 4 (Very Important) (Zakaria Kasa and Abdul Rahman Md. Aroff, 1997). The inventory consist of 21 scales with five items for each scale. In the study, the scales were further itemized into intrinsic and extrinsic categories. Reliability coefficients of the scales were reportedly high at .80 (Zakaria Kasa and Abdul Rahman Md. Aroff, 1997).

Data Analysis and Results

Frequency counts of the various scales were computed and the descriptive statistics for the scales

were identified. Chi Square analysis were used as the statistics of choice in an attempt toward answering the various research questions in the study.

The Chi Square statistics for intrinsic values on workers with less than ten years of working experience was not significant X^2 (2, N = 104) = 2.24, $p > .05$ in regard gender and its relationship with employers, school counselors and teachers. Also, the Chi Square statistics for extrinsic values on workers with less than ten years of working experience is not significant X^2 (2, N = 104) = 1.02, $p > .05$ in regard gender and its relationship with employers, school counselors and teachers.

Discussion and Recommendations

The results of the research suggests possibilities of no differences occuring between gender and its relation with type of job specifications such as employers, school counselors and teachers in regard intrinsic as well as extrinsic work values. This similarity connotes a democratization process of work values acceptance between gender. The result runs contrary with the findings by Wolfe (1969). However,

the difference in socialization and the cultural influence in Negara Brunei Darussalam must be taken into consideration for this difference.

Also, it is noted that no differences were detected between school counselors and teachers with the employers category in respect to intrinsic and extrinsic work values. This may be explained by the fact that the socialization process for the various groups under the study is similar. About 95.2% of the sample are from the Malay ethnic group. This is consistent with Malay dominance as an ethnic group in Negara Brunei Darussalam. Consequently, the norms expressed by the Malays are Islamically oriented. Therefore, values may be somewhat similar amongst the various work group types.

Perhaps, the constant in the work values norms could be influential in the empowerment process of work values in respect to career development programs in the school setting. Although there could be forms of stereotyping of expected work values due to the similarity between teachers, school counselors with potential employers, such similarities do have positive implication on the empowerment process of perceived work values. School counselors should be able to

transmit work values norms acceptable by potential employers to their students in the school system in Negara Brunei Darussalam.

The similarity of work values between the various work group types could be ingrained within the framework of the nation's Malay Islamic Monarchy Philosophy (Ministry of Education, Negara Brunei Darussalam, 1992). In this respect, the Counseling and Careers Guidance Unit of the Ministry of Education, Negara Brunei Darussalam has an imminent task in the programing and subsequent implementation of specific values clarification programs related with career development relevant for the school system.

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